



STATE OF IOWA

CHESTER J. CULVER, GOVERNOR
PATTY JUDGE, LT. GOVERNOR

DEPARTMENT OF HUMAN SERVICES
CHARLES J. KROGMEIER, DIRECTOR

May 8, 2010

To All DHS Staff:

I am writing today to update you on our field restructuring. I know that our field staff have been anxiously awaiting the final decisions and want to know what will be happening.

I've shared with you why we are restructuring—between our budget and SERIP we can no longer keep the current configuration of offices and staff. We have reduced the number of Service Areas and staff, we will have more less than full-time offices and we will centralize several services in order to best maintain services.

Over the past several weeks I've listened carefully to feedback from staff, County Boards, and interested citizens who have expressed concerns about the proposed restructuring. I've listened carefully to these concerns and considerations to assure we are paying attention to critical information. We have not taken any of our decisions lightly and realize we are making a major change in the lives of our staff and our clients.

Having said this, it is time to move ahead—further delay only prolongs the tough steps ahead. In order to realign and implement the new structure we are going to do several steps very rapidly both to provide opportunities for staff and to assure that we can move ahead.

We will be giving layoff notices today to 88 staff throughout the field. These positions will be eliminated July 1st. We will be meeting individually with each of these individuals to share what options may be available to them. Although there will be opportunities for virtually all of these individuals right away within DHS, I know how very difficult this will be and ask that you help by offering your support to them.

We are immediately posting for transfer approximately 130 positions with the new Centralized Services Area locations: the Service Intake Unit in Des Moines, our Child Care Eligibility, Payment and Registration unit in Des Moines, and our Medical Only Unit in Council Bluffs. We will also be moving ahead through the end of June to fill another 90 positions due to SERIP and current vacancy backfill throughout the field to rebalance our distribution of staff. It is my hope that most, if not all, staff who receive a lay-off notice today consider taking one of these positions.

During the next week we will be moving ahead with the designation of additional less than full-time offices. Again, we will be meeting with staff impacted by these decisions and during those discussions we will provide information relative to their new base office and other information related to the transition.

Key with all of this is our focus on assuring our clients that we will be there for them. I know that there will be minimal impact on many, however I also know how much they rely upon each of you and we will be working hard to make the transition as least disruptive as possible for them.

These decisions have not been easy, and I know how hard this will be for many of you. If you are directly impacted by these actions, I urge you to discuss your status with your supervisor and service area office to make sure you understand your options. Central Office personnel representatives can also provide assistance.

All of these steps are being taken with our priorities in mind, i.e., the protection of vulnerable Iowans and the providing of assistance to the clients we serve. You all provide great public service everyday. You all make a difference in the lives of Iowans.

Charlie